

HUNTSVILLE POLICE DEPARTMENT

Annual Report 2021

HUNTSVILLE, ALABAMA



2021 ANNUAL REPORT CONTENTS

MESSAGE FROM THE MAYOR	4
ELECTED OFFICIALS	5
MESSAGE FROM THE CHIEF	6
COMMAND STAFF	7
MISSION, VISION &VALUES	8
HUNTSVILLE POLICE	9
CRIME STATS	10
BUDGET	11
COMMUNITY PROGRAMS	12
OPERATIONS	16
PRECINCTS	17
SPECIAL OPERATIONS DIVISION	18
INVESTIGATIONS.....	20
ADMINISTRATIVE BUREAU	22
PROFESSIONAL STANDARDS & TRAINING	24
INTERNAL AFFAIRS	26
POLICE ACADEMY	28
POLICE SUPPORT.....	30

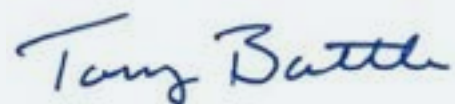
MESSAGE FROM THE MAYOR

The Huntsville Police Department's Annual Report provides an excellent opportunity to commend the 700 men and women who serve in various public safety roles in support of our community. They continue a longstanding tradition of service through dedication to the department's mission and core values — *to protect life, liberty, property and defend the constitutional rights of all people with compassion, fairness, integrity and professionalism.*

It is these values that guided our police force through the second year of a pandemic. They remained on the job and on the street, often navigating consequences stemming from national frustrations over health care, political and social issues. They did so with open hearts and open minds, demonstrating an enduring commitment to security and safety.

As you read through the 2021 report, you will see that despite the challenging past two years, Huntsville remains one of the safest cities in America. Our police department is innovative and leading in efforts to modernize law enforcement that works for and with our residents. I am proud that Huntsville police provided the model for the state's mental health crisis intervention program. They also set the standard for collaboration and shared resources with other law enforcement agencies.

As mayor, I prioritize safety and quality of life in Huntsville, and that means providing full support for the Huntsville Police Department. I remain grateful to our officers for their dedication and commitment and for the difference they are making in Huntsville, the Star of Alabama.



**Tommy
Battle**

Mayor of Huntsville

CITY OF HUNTSVILLE ELECTED OFFICIALS



Tommy Battle
Mayor



Devyn S. Keith
District 1 Council Member



Frances Akridge
District 2 Council Member



Jennie Robinson
District 3 Council Member



Bill Kling
District 4 Council Member



John Meredith
District 5 Council Member



MESSAGE FROM THE CHIEF

I would like to thank all members of our department, as well as their families, which support our officers' difficult duties and responsibilities. These families are critical to the success of each police officer and the department.

With the latest census numbers ranking Huntsville as the most populated city in Alabama, we face tremendous challenges to provide exceptional service to all citizens. In response to the City's growth, the Huntsville Police Department has increased its authorized personnel strength to more than 700 employees, the largest workforce in the department's history. Additionally, all employees have been encouraged to learn new communication skills as we improve our methodologies related to crime detection, suspect apprehension and prosecution.

The command staff and I believe highly trained employees are our primary asset. As we grow our training capabilities, we will adapt to challenges and enhance public safety through professionalism, integrity, courage, knowledge, compassion and accountability. These are our core values and the foundation for continued community trust and success. The Huntsville Police Department's primary goal is to proactively respond to the public's needs instead of reacting to a crisis.

Thank you for allowing me to serve as your Chief of Police for the past six years. It has been my honor.



Chief Mark McMurray
Police Chief

COMMAND STAFF



Deputy Chief Kirk Giles
Executive Officer



Deputy Chief DeWayne McCarver
Investigative Bureau



Deputy Chief Charles Brooks
Operations Bureau



Deputy Chief Scott Hudson
Administrative Services Bureau

DIVISION COMMANDERS



Captain Mike Izzo
Special Operations Division



Captain Jonathan Ware
Division of Professional Standards and Training



Captain Jeffery B. Rice, Sr.
Criminal Investigation Division

PRECINCT COMMANDERS



Captain Jesse Sumlin
North Precinct



Captain Jerry King
South Precinct



Captain Michael T. Johnson
West Precinct



MISSION, VISION & VALUES

MISSION

The Huntsville Police Department serves our community by protecting life, liberty and property. We defend the constitutional rights of all people with compassion, fairness, integrity and professionalism.

VISION

The Huntsville Police Department provides the highest quality police services to our citizens, and partners with our community to identify and resolve problems. We will evaluate and improve our efforts to enhance public safety and improve the quality of life for all people in Huntsville. We fulfill this vision by being efficient and firm in our pursuit of justice, tempered with empathy, compassion, and a conscientious respect for the diverse community we serve. We execute our duties in an impartial, ethical and professional manner. We never stray from our values.

VALUES

These core values serve as the foundation for the facets of the Huntsville Police Department:

- Professionalism**
- Integrity**
- Courage**
- Knowledge**
- Compassion**
- Accountability**



HUNTSVILLE POLICE 2021

The Huntsville Police Department provides a full range of police services to the City’s numerous diverse neighborhoods, cultures, residents and businesses. In 2021, HPD maintained approximately 500 sworn officers and 200 civilian employees.

Led by the Chief of Police and Command Staff, law enforcement operations are conducted by the Operations, Investigations and Administrative divisions that work together to provide Huntsville’s growing community with the nation’s most modern police services and best practices, particularly focused on community partnership programs.

Through this structure, HPD is committed to providing excellent police service to every citizen, business owner and visitor. We strive to increase safety, improve quality of life and

prevent crime through a myriad of collaborative, engaged and evidence-based policing strategies. We focus on problem-solving as a principal strategy for addressing crime and disorder. This requires taking ownership of a community as a police officer, city worker, social service agent, outreach worker, resident, businessperson and property owner.

HPD takes pride in advancing and encouraging innovative strategies to prevent crime. We utilize strategic and tactical analysis to focus our efforts on patterns of crime involving specific locations, repeat victims and habitual offenders. More importantly, the problem-solving philosophy has contributed to a strong, cohesive and team-oriented bond between law enforcement and the community. This dynamic partnership helps to decrease crime and improve the quality of life for all.

CRIME STATS

2021 Uniformed Crime Report Statistics

25 Criminal Homicide 100% Clearance Rate	151 Rape 64.9% Clearance Rate	162 Robbery 63.58% Clearance Rate
1,190 Aggravated Assault 74.87% Clearance Rate	766 Burglary 17.89% Clearance Rate	4,632 Larceny/Theft 37.87% Clearance Rate
839 Motor Vehicle Theft 55.18% Clearance Rate	5,474 Simple Assault 84.75% Clearance Rate	3,090 Drug Offense 84.56% Clearance Rate
16 Arson 43.75% Clearance Rate	185,758 Total Citywide Calls for Service	63,040 North Precinct Calls 59,405 South Precinct Calls 63,313 West Precinct Calls



BUDGET

2021 Fiscal Year Budget

\$51,370,729 Personnel	\$3,097,000 Operating	\$54,467,729 Total Budget
---------------------------	--------------------------	------------------------------

2021 Grant Funding

2020 Edward Byrne Memorial Justice Assistance Grant* (Awarded in Fiscal Year in 2021)	\$142,242
2021 North Alabama Highway Safety Grant	\$232,438
2020 High Intensity Drug Trafficking Area Grant	\$365,086
2021 High Intensity Drug Trafficking Area Grant	\$292,300
2020 Coronavirus Emergency Supplemental Funding Program Grant** (Applied during 2020 and 2021)	\$421,268
Aftermath K-9 Services Grant	\$ 1,000

*50% cost share with the Madison County Commission
**50% cost share with Huntsville Fire & Rescue



COMMUNITY PROGRAMS

The philosophy of the Huntsville Police Department is to work as one unit with the public and be a trusted partner. Officers strive to do this through a host of citizen programs and initiatives and by holding themselves accountable to the highest standards of professionalism through each interaction with residents and businesses. By working proactively and consistently to better understand community needs, police can help prevent criminal activity and be a public ally.

HPD’s community initiatives are designed to help residents find solutions to everyday concerns. Are cars parked on the street where they may be easy targets for vandals? Perhaps shrubs are too high around windows or there is poor lighting at night. How might security cameras benefit an area or participation in [HPD’s Camera Share](#) program? Are neighbors concerned about illegal drug activity, domestic abuse, mental health or homelessness? Police draw on a wealth of knowledge and resources with mission-specific training and knowledge to address these public needs. While law enforcement will never possess all the answers, partnering with residents and businesses through programs and activities is paramount in developing a team approach to resolving challenges.

COMMUNITY RESOURCE OFFICERS (CRO)
Each precinct designates two CROs to serve as community liaisons. The CROs recognize not every issue fits into a 911 call, and as the precinct’s “go-to” person, officers serve as a sounding board on issues and trends impacting residents. CROs educate homeowners and businesses on ways they can keep their property and neighborhoods safe. They serve as ombudsmen, counselors, advisors, mediators, public speakers and general problem solvers.

SCHOOL RESOURCE OFFICER (SRO)
SROs directly liaise with students at Huntsville City Schools. Their primary task is to make children feel safe so they may concentrate on learning. SROs are in a unique position to forge trusting relationships with students and serve as mentors to instill a healthy respect for making good life choices.

CO-RESPONDER PROGRAM
In 2021, HPD initiated a [co-responder program](#) with WellStone Health to address the increasing number of mental health-related calls for service. Funding for the collaboration provides two full-time, master’s degree-level mental health professionals to accompany Crisis Intervention Team (CIT) certified police officers on crisis calls. The goal is to improve response and provide alternatives that divert citizens away from jail and toward mental health resources.

CITIZENS ACADEMY & SENIOR CRIME PREVENTION ACADEMY
Through these two popular community-based programs, citizens enroll in free classes to become more safety aware and better understand police operations. Participants learn best practices in crime prevention and how to avoid becoming victims of fraud. Learn more online about the [Citizens Academy](#) and [Senior Crime Academy](#).

COMMUNITY WATCH & CRIMESTOPPERS
These long-standing programs engage the community in helping keep the public safe. [Community Watch](#) members take turns surveying their neighborhoods to help identify potential safety issues, and Crimestoppers asks the public for information to help solve crimes.

RIDE ALONG WITH A POLICE OFFICER
Citizens may [sign up to ride along](#) with a police officer on duty. It’s an excellent way to gain a new perspective on what officers experience on a daily basis.

Community continued on next page >>>

Community continued >>>

RANGER PROGRAM

Through the [Ranger Program](#) and summer camp opportunities, area youth receive an insider's look at law enforcement's many roles. These immersive experiences allow youth, some of whom may be at risk, to see a new side of policing—one that may ultimately lead to a better life and possibly a career in law enforcement.

BLUE STAR PROGRAM & HUNTSVILLE HOUSING AUTHORITY LIAISON

Police regularly work with multifamily housing complexes on safety initiatives to benefit residents. [Blue Star](#) participants can earn safety certifications to assure current and prospective tenants they are committed to crime prevention standards.

HOMELESS LIAISON

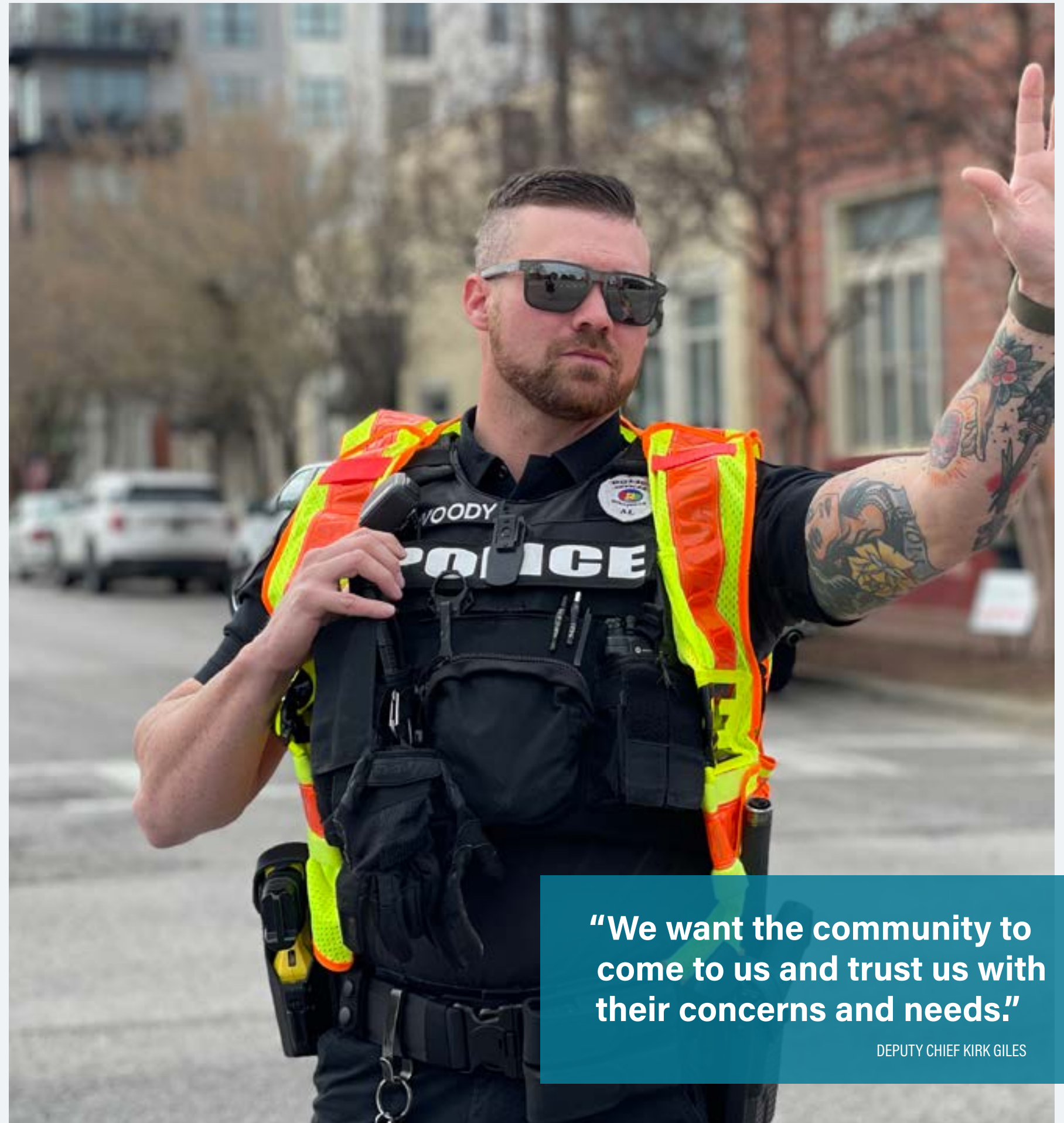
HPD is an active participant in the Continuum of Care partnership, led by the City of Huntsville's Community Development office, to connect unsheltered residents with caseworkers who will facilitate assistance with housing, health care, employment and other critical needs.

PUBLIC COMMUNICATION

HPD remains committed to listening to the public and keeping the community informed through its website, social media pages, public meetings, programs and activities. A Public Information Officer responds to media inquiries. For more information, visit HuntsvilleAL.gov/Police.

HUNTSVILLE POLICE CITIZENS ADVISORY COUNCIL (HPCAC)

This citizen-led group brings a public perspective to law enforcement's policies and procedures. Appointed by the Mayor and City Council, the 13-member council features a diverse mix of community leaders who advise police on a variety of topics, including diversity, recruitment, training and discipline. In 2021, the City updated HPCAC's purpose, role, membership and meeting requirements. The group is set to hold a series of public meetings where residents can discuss issues directly with officers and HPCAC members. These gatherings will provide opportunities for police to better understand the complex social fabric of the community and foster mutual trust.



“We want the community to come to us and trust us with their concerns and needs.”

DEPUTY CHIEF KIRK GILES

OPERATIONS

The architecture of Huntsville Police Operations is one of specialization and crime prevention through environmental design. While police are bound by a “one team” mission, specialized roles are distributed among divisions to maximize efficiency and expertise. In today’s world, one size does not fit all.

Across Police Operations, officers use strategic and tactical analysis to focus local crime-fighting efforts on patterns of crime involving specific locations, repeat victims and habitual offenders. This intelligence, data and problem-solving approach has contributed to a team-oriented partnership between law enforcement and the community to decrease crime and improve quality of life.

At the root of this philosophy are uniformed officers on the street who answer daily calls for service from people in need. Assigned to one of the City’s three precincts, patrol officers become familiar with the neighborhoods and establishments within their geographic area. Their visibility and connectivity with the public is of prime importance in police operations.

PRECINCTS

Patrol officers are assigned to one of HPD’s three precincts. Each precinct has a Commander who oversees operations to ensure community policing occurs within their specified district. Together, Commanders are able to provide the Police Chief with a broad view of Huntsville’s needs. This structure allows each segment of the community to be well known by police and receive equal attention.

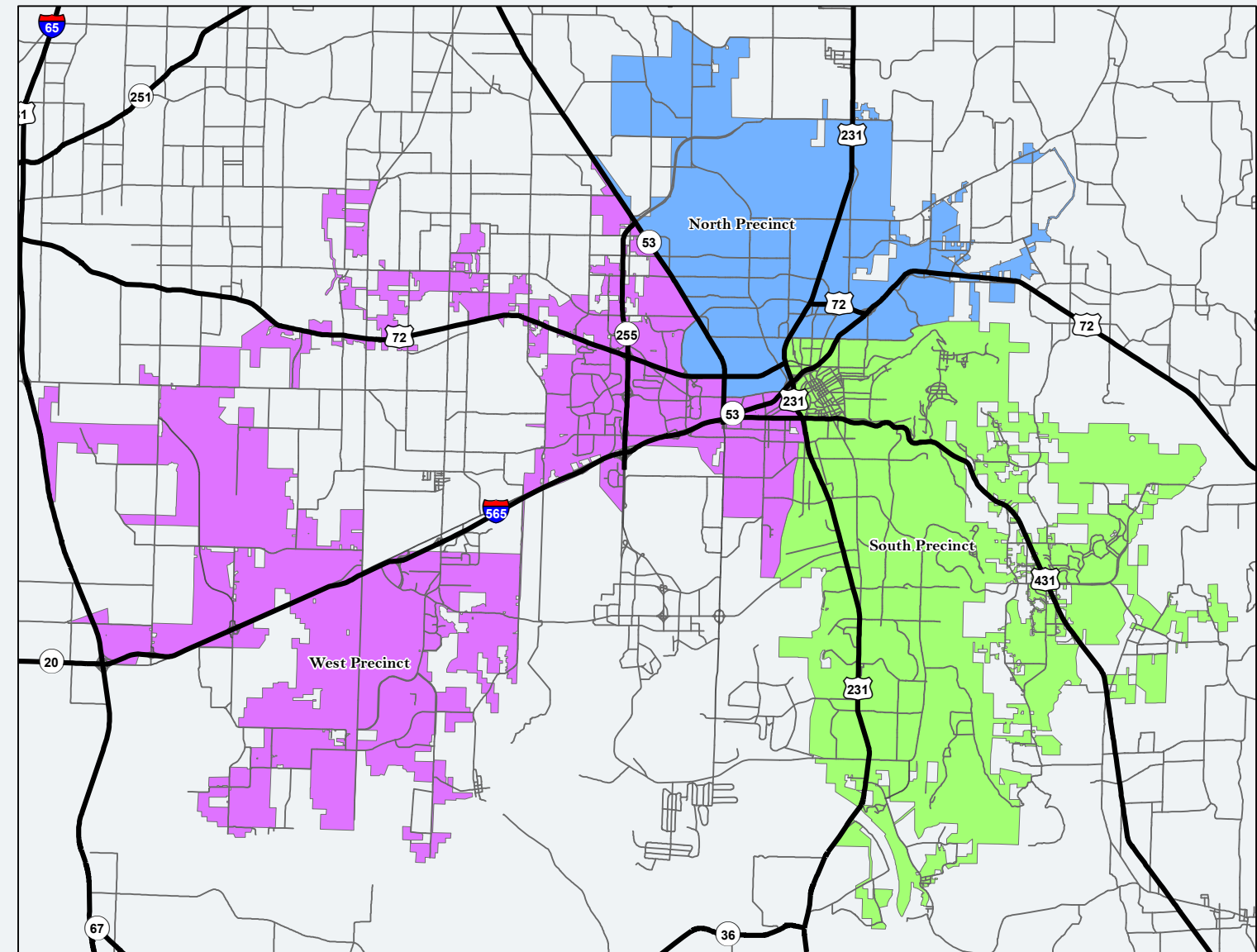
Huntsville is geographically divided into three precinct commands, each with a standalone station as its primary base of operations. A precinct consists of a Commander, Community Resource Officers and patrol personnel who provide 24/7 coverage.

NORTH PRECINCT
Capt. Jesse Sumlin
4014 N. Memorial Parkway
Huntsville, AL 35810
(256) 746-4111

SOUTH PRECINCT
Capt. Jerry King
7900 Bailey Cove Road SE
Huntsville, AL 35802
(256) 213-4500

WEST PRECINCT
Capt. Michael Johnson
2110 Clinton Avenue W.
Huntsville, AL 35802
(256) 427-7009

■ NORTH PRECINCT
■ WEST PRECINCT
■ SOUTH PRECINCT



“Every single interaction between an officer and the public is the most important thing we do. Police officers understand they don’t make people safe. They make people *feel* safe.”

DEPUTY CHIEF CHARLES BROOKS



SPECIAL OPERATIONS DIVISION

Special Operations supports police patrol by developing specialized tactics and training personnel to handle unusual law enforcement situations. They assist Commanders with selective traffic enforcement, traffic control, accident investigation and public vehicle regulation enforcement. They further coordinate with other agencies concerning special events and potential catastrophic situations. The specific functions of Special Operations are as follows.

TRAFFIC SERVICES

These units are responsible for traffic enforcement to include crash reporting, emergency weather response, police escorts and driving under the influence (DUI). Traffic Services works closely with departments across the City to prioritize roadway safety initiatives with regard to road construction, signalization changes and school safety zones. They manage parades, festivals, races, special events, COVID-19 testing sites and more. Traffic-related fatalities remain a leading global cause of accidental death, and officers focus on high crash locations and areas with multiple fatalities or serious injuries. If a particular need or issue arises, officers are trained to evaluate, educate and enforce traffic safety laws.

PUBLIC SAFETY AIDES

Civilian employees work with Traffic Services to provide general supervision and support for children and pedestrians at designated crossing points, primarily during school drop-off and pick-up times. Public Safety Aides also assist the police department with traffic control during special events, where the safe crossing of pedestrians at designated crossing points is required.

BIKE UNIT

Officers are assigned to urban areas where they easily interact with the public and can see and hear what is happening on the street. Bike Unit provides a reassuring presence during special events and an enhanced level of accessibility for the public. Like patrol cars, bikes are equipped with flashing lights, sirens, a first-aid kit and other equipment needed to detain a suspect, write a case report or issue a citation.

CRISIS NEGOTIATION RESPONSE TEAM

Trained to peacefully resolve emergency situations, the Crisis Negotiation Response Team (CNRT) assists the department in responding to critical incidents. The team deploys crisis negotiators who are highly trained in the techniques of interpersonal communication and negotiating safe resolutions. Personnel work with the Special Weapons and Tactics (SWAT) team on calls that involve heavy arrests, hostage-takers or barricaded suspects. For situations involving suicidal persons, the team draws on resources from the Crisis Intervention Team and co-responder program. Focused on saving lives and reducing risks, these teams are a valuable tool in reducing violent acts against innocent victims. They also aim to save the

lives of people who suffer from depression, mental illness or have temporarily lost the ability to process a traumatic moment in their life.

INCIDENT RESPONSE TEAM

The Incident Response Team (IRT) is prepared for large-scale incidents such as disaster response, protecting property during natural weather events and civil disturbances. IRT is well trained in nonlethal tactics and resourced to manage safe perimeters around any major event. A team of paramedics from Huntsville Emergency Medical Services, Inc. (HEMSI) is assigned to the unit.

SPECIAL WEAPONS AND TACTICS

The Special Weapons and Tactics (SWAT) team includes highly skilled officers who have been selected, trained and equipped to resolve high-risk unusual and tactical situations. These officers train in serving felony warrants, hostage and barricaded subjects, active shooter and hostile situations, covert and undercover tactical operations and personal protection details. Their primary function is addressing and eliminating special threat circumstances. Ongoing specialty training and flexibility are key for the team to keep pace with a rapidly changing society.

HAZARDOUS DEVICES

Hazardous Devices responds to and investigates explosive-related matters for a 10-county area in North Alabama. The team's expertise includes bomb threats, improvised explosive devices (IEDs), incendiary devices (IIDs), hoax devices, illegal use of explosives, misuse of explosives, and found

military, consumer, or commercial explosives and pyrotechnics. The unit is also tasked with preventing the criminal misuse of explosives and other dangerous substances. Their quick diagnostic ability is bolstered by collaboration with the Alcohol Tobacco Firearms (ATF) and FBI Hazardous Devices School's training facility located on Redstone Arsenal.

K-9 UNIT

Certified through the U.S. Police Canine Association (USPCA), the K-9 Unit is one of the oldest in the country. The unit has eight cross-trained patrol/narcotics teams and two explosive detector dog teams to assist patrol officers in conducting building and narcotic searches, tracking lost individuals and fleeing offenders. The two explosive K-9 teams sweep for hazardous devices at special events and respond to calls for suspicious packages or items.

HONOR GUARD

The Honor Guard provides the department with a ceremonial team to render honors, preserve tradition and instill pride. The unit represents the department in formal ceremonies such as funerals, parades and retirements. They also appear at numerous annual events such as police academy graduations, the Fallen Officer Memorial Ceremony, 9/11 commemoration, National Police Week in Washington, D.C., and the Alabama State FOP Vigil. Most importantly, unit members also honor and stand watch over law enforcement officers who made the ultimate sacrifice.



INVESTIGATIONS

The Investigations Bureau is responsible for all investigative, intelligence-gathering and crime analysis functions within the Huntsville Police Department. The Bureau houses HPD's Criminal Investigations Division and the North Alabama Multi-Agency Crime Center. Investigators, task force members and analysts collaborate with a variety of federal law enforcement partners, and it is their cumulative responsibility to ensure that all crimes are properly and thoroughly investigated.

NORTH ALABAMA MULTI-AGENCY CRIME CENTER

The North Alabama Multi-Agency Crime Center (NAMACC) provides HPD with information to address policing issues that are strategic, operational, tactical and/or administrative in nature. NAMACC partners with police to ensure that criminal incident information is available to other law enforcement agencies, and it works with investigators in other units and outside agencies to provide efficient, effective policing. External agencies include the ATF, FBI, Joint Terrorism Task Force (JTTF), Alabama Air National Guard, Madison County Sheriff's Office and Madison, Gurley and Athens police departments.

NAMACC uses cellular forensics, threat assessment, digital imaging and video recovery technologies to help prevent and solve crimes. Video forensics help Major Crimes Unit investigators solve death investigations. The NAMACC Small Unmanned Aerial Systems Team (sUAS) operates and maintains 19 highly capable aircraft, including three specialized aircraft for SWAT and nighttime operations. The team includes 29 FAA-licensed pilots.

NORTH ALABAMA DRUG TASK FORCE

Led by HPD, the North Alabama Drug Task Force (NADTF) comprises a multijurisdictional drug-fighting effort. Participating agencies include the Decatur Police Department, Madison County Sheriff's Office, Madison Police Department and Alabama Law Enforcement Agency. The task force further assists federal investigations with the FBI, U.S. Drug Enforcement Administration (DEA), Homeland Security and U.S. Postal Service. Since 2019, the unit has worked with the U.S. attorney office to federally prosecute opiate dealers and gather intelligence on heroin/fentanyl drug trafficking organizations. In 2021, NADTF saw a significant increase in the seizure of heroin and fentanyl in our area compared to the previous year, with fentanyl seizures doubling year-over-year.

NADTF will continue to disrupt organizations that distribute heroin and/or fentanyl. Investigations into accidental overdose calls can help locate dealers who sold drugs to victims.

ANTI-CRIME TEAM

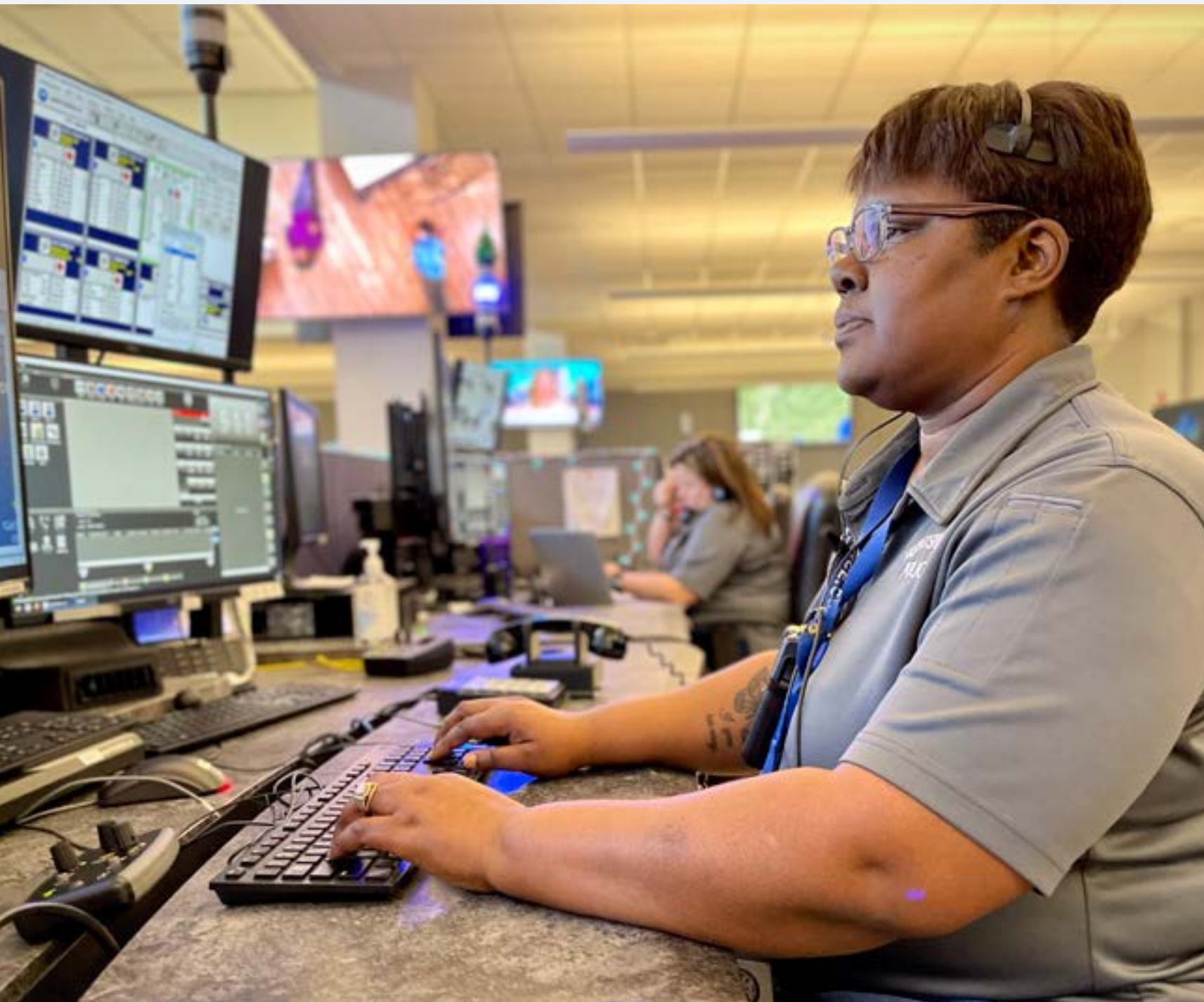
The Anti-Crime Team (ACT) assists investigative and patrol officers in preventing criminal activity. This includes fugitive apprehension and disruption of street-level crime and gang activity. In 2021, the team worked with NAMACC and other investigative units to foil multiple street-level narcotics operations.

JOINT TERRORISM TASK FORCE

HPD is an active member of the Homeland Security/FBI Joint Terrorism Task Force (JTTF). The task force's mission is to prevent acts of terrorism before they occur and quickly respond to suspected terrorist acts by identifying and arresting those responsible. The HPD/JTTF investigator works with the public to probe potential terrorist activities. The investigator also works with Alabama Fusion Center, which is just one in a national network of centers that collect data to counter domestic and international terrorism.

CRIMINAL INVESTIGATION

Criminal Investigation Department (CID) conducts a broad spectrum of criminal investigations including deaths, sexual assault, armed robbery, burglaries, fraud, cyber computer crimes and general theft. Once a crime report is submitted to the Investigations Bureau, a network of skilled investigators from multiple units and agencies will use advanced technological resources to solve the case. Joint task forces have become an important part of this effort, particularly in fighting drugs and other organized criminal activities. This highly successful model allowed HPD to solve 100% of its murder cases in 2021 and rank the department above average in national clearance rates in every crime category.



ADMINISTRATIVE BUREAU

The demanding and difficult work by police officers would not be possible without the efforts of hundreds of civilian employees who manage the department's administrative affairs. Tasked with supporting roles, they keep HPD up and running by handling everything from 911 dispatch calls to fingerprinting, evidence collection, records management, tech support, alarm systems and fleet maintenance. Each unit plays a critical role in supporting police officers' abilities to perform their jobs reliably and safely. HPD invests heavily in new software and hardware so civilian employees have the most advanced technology to provide these services.

911 DISPATCH/COMMUNICATIONS

A crucial component in police operations, 911 dispatch and communications operators are Huntsville's frontline responders in law enforcement. They calmly and professionally respond to hundreds of thousands of emergency and non-emergency calls for help each year. Working out of the Huntsville/Madison County 911 Call Center, these first responders work on multiple software platforms to assist officers in the field.

EVIDENCE

This division requires a high level of professionalism and recordation to manage, catalog and maintain evidence to be used in the investigative process. Civilian employees receive, process, store and secure all in-custody property and evidence. Technicians also transport evidence approved for destruction from cleared cases.

RECORDS

Accident and criminal incident reports are sent to civilian employees in records management. Clerks maintain police records, reports, logs, case files, and other departmental

documentation and materials. Reports must be readily available for victims and law enforcement for timely due process.

IDENTIFICATION

Fingerprint identification is one of HPD's most important tools in solving crimes and identifying individuals. Identification employees work with the Biometric Automated Fingerprint Identification System (AFIS), which assists examiners in identifying subjects in a matter of minutes.

FLEET

Hundreds of vehicles are required to support routine police operations. Fleet employees work to keep these police vehicles in safe condition and on the road. They also coordinate repairs, recalls and install new vehicle technology.

ALARM UNIT

The Alarm Unit registers companies and users. The program enables police to mitigate false alarm calls for service and quickly reach property owners when an activation occurs.

"Our civilian personnel are crucial in assisting the public and our officers. Their around-the-clock dedication allows our department to efficiently and effectively serve our community."

DEPUTY CHIEF SCOTT HUDSON

PROFESSIONAL STANDARDS & TRAINING

Huntsville Police Department strives to maintain the highest professional standards in law enforcement. Annually accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA), the department goes above and beyond state and national requirements to make certain police are well-trained to handle the needs and demands of a socially and economically diverse community.

HPD formed the Professional Standards and Training Division in 2021 to bring Internal Affairs, the Office of Accreditation and Police Academy under one division. This consolidation provides a cohesive approach in the instruction and enforcement of departmental policies and written directives, and helps to ensure clear direction and training accountability. With the benefit of state-of-the-art training facilities, the division instructs other law enforcement in the metro area as well as from across the country.

While the State of Alabama requires 12 hours of annual training for each officer, HPD provides officers with a minimum of 24 hours of new training each year. Through a collegiate setting, officers can choose to take additional electives to grow personally and professionally in their career. Most officers participate in 40 hours of training, and many receive 100 hours or more on an annual basis.

A training focus in 2021 centered on handling the most difficult cases for people with mental health issues. Through Crisis Intervention Training (CIT), officers are trained to recognize when a person is in a mental health crisis and how to peacefully resolve the situation. Training includes de-escalation techniques and courses on bias and decision-making.



OFFICE OF ACCREDITATION

Huntsville Police Department is annually accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). To attain accredited status, a law enforcement agency must meet nationally recognized standards, or best practices, in eight law enforcement areas: Role, Responsibilities and Relationships with Other Agencies; Organization, Management and Administration; Personnel Structure; Personnel Process; Operations and Support; Traffic Operations; Prisoner- and Court-Related Activities; and Auxiliary and Technical Services. CALEA accreditation demonstrates that a law enforcement agency meets the highest standards of professional excellence.

The Office of Accreditation is responsible for reviewing policies and procedures to confirm they align with CALEA's internationally accepted standards to ensure the department is a successful, well-managed, transparent and community-focused law enforcement agency.

Written directives, or HPD procedures, can be found on the [City's website](#). They explain the policies that HPD's sworn and civilian employees follow daily. Written directives are regularly updated to ensure compliance with CALEA standards.

“Training is at the heart of our mission. How we train and prepare our officers to act on people’s freedoms and their lives is important to the people we serve.”

LIEUTENANT TESS HUGHES

INTERNAL AFFAIRS

Internal Affairs (IA) conducts reviews and analysis of HPD operations supporting standards development, training and disciplinary systems of the department. Supervisors and commanders at every level within the department are responsible for the professional conduct of employees in the performance of their duties. IA supports their hiring, policy development, training, and disciplinary decisions through records reviews, trend analysis, and detailed review or investigation of specific law enforcement actions. IA provides objective analysis that recognizes and preserves the rights of both the public and employees.

Critical to the professionalism of the department is a rigorous review of all candidates for hire. IA conducts background investigations and polygraphs on prospective HPD employees, ensuring only the most qualified individuals are hired. Staffed by highly trained individuals, IA specializes in pre-employment screening and criminal-specific testing. This service is provided not only to HPD, but also to other law enforcement agencies in North Alabama and Southern Tennessee. Reviews are initiated by IA through random sampling of calls for service, at the request of the chain-of-command, and in response to citizen-filed complaints. Members of the public with questions or concerns have direct access to IA via phone, email, or in-person meetings.

In 2021, IA received and fully investigated 105 citizen complaints. IA uses all available resources to thoroughly investigate the conduct of parties involved in the subject incident, including witness statements and audio/video recordings. Results of those reviews are provided to the chain of command for disposition and communication of the results to the involved citizen.

Summary of Citizen Complaint Case findings*

Proper Conduct	71
Improper Conduct	32
Insufficient Evidence	2
Pending	0

**Numbers represent an incident. A complaint may include multiple incidents by a single officer.*



“IA investigations go far beyond determining right and wrong. They tell the community who their police department is and what it values. Every investigation is an opportunity to demonstrate our willingness to address errors and to provide answers when officers have acted within policy.”

CAPTAIN JONATHAN WARE



POLICE ACADEMY

The Police Academy coordinates and delivers highquality, cost-effective training to HPD personnel, recruits and outside law enforcement agencies. In 2021, the Academy moved to a new public safety training facility on Triana Boulevard for police and fire instruction. With dedicated classrooms, a simulation room, defensive tactics gym and an audio/visual space, Academy trainers deliver rigorous educational and physical courses to prepare officers for handling the demands of the position. This includes a focus on learning law and civil rights; community collaboration; diversity, equity and inclusion; police policies, procedures and operations; first-aid emergency assistance; de-escalation techniques, apprehension and arrest; weapons handling; communication; negotiation; criminal psychology; stress and non-stress training; and physical fitness.

The Academy strives to regularly update training and courses as the needs of community and policing evolve. In 2021, HPD offered new weekly defensive tactics training to teach officers how to humanely subdue opponents. (Add one more line here about updates?)

The Police Academy hosted a variety of multiagency training in 2021, as did the Huntsville Firearms Training Facility on Wall Triana Highway. The firearms facility offers 14,000 square feet of indoor training as well as seven outdoor sites on 40 acres, including a 40-lane outdoor firing range, 270-degree all-purpose range and 600-yard rifle range. Agencies can also deploy nonlethal ammunition to prepare for real-life scenarios.

A Call to be the BEST



RECRUITMENT

The Huntsville Police Department uses multiple tools to attract and recruit the finest individuals. Officer and Recruiter Paul Nordan leveraged social media (Facebook and Instagram) as well as digital and radio advertisements to reach potential candidates.

The selection process for police officers is detailed, intricate and lengthy. Once potential candidates pass the physical agility/ability test, it takes about six months before they receive an offer of acceptance to the Police Academy.

In 2021, 35 officers graduated from the Police Academy and the department hired nine lateral officers from outside law enforcement agencies. The lateral officers hired from

outside Alabama attended a refresher Academy hosted by the state. With these hires, HPD increased manpower while maintaining high standards for new officers.

Diversity plays a significant role in HPD's ability to represent the community, solve problems and bring cultural perspectives to various scenarios. HPD is increasingly becoming more representative of the community it serves. To that end, the recruitment team works closely with numerous multicultural organizations, the Hispanic/Latino Advisory Council and historically Black colleges and universities to identify potential candidates. Learn more at [Join HPD.com](https://joinhpd.com).

STUDENT INTERNSHIPS

Each summer, HPD hosts student interns from regional colleges and universities. The program allows students who are interested in law enforcement to ride with officers on patrol and learn more about their daily responsibilities.



“Keeping our employees healthy physically and mentally is a necessity when it comes to providing the best service to the public.”

POLICE CHIEF MARK MCMURRAY

POLICE SUPPORT

The Huntsville Police Department recognizes the often-demanding and stressful roles placed on its sworn officers and civilian workers. If an employee feels unwell, they will likely not be able to handle the complex interactions the day might bring. With support from the Mayor and City Council, HPD is continuing to provide resources and new programs to monitor and support the physical and mental health of its employees.

The Huntsville Police Department regularly explores new assistance options to provide employees and their families with the resources needed to keep them physically and mentally healthy. These resources include physical fitness initiatives, a chaplaincy program, certified and licensed counseling, a Peer Support Team, Employee Assistance Program and financial advising. While some of these programs are available only for the officer, many are also open to family members.

One of the newest efforts allows officers to participate in a weekly health check through a wellness mobile app. Employees voluntarily and anonymously answer a series of questions about their work environment and personal lives, providing the department with the ability to measure sentiment and daily pressure points. HPD uses the data to determine training and resources to ensure employees can maintain a healthy state of being.

The Peer Support program provides an opportunity for officers to receive emotional and tangible support through times of personal or professional crisis and to help address potential difficulties. The program allows colleagues who understand the realities of the job and its stresses to confidentially assist officers who are struggling mentally, emotionally or spiritually.



Huntsville Police Department
815 Wheeler Avenue
Huntsville, AL 35801

256-722-7001

HuntsvilleAL.gov/police

 **@huntsvillepolicedepartment**

 **@HsvPolice**